

MEMORANDUM OF AGREEMENT  
BETWEEN  
TOWN OF ABINGTON  
AND  
INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS, LOCAL 393

The Town of Abington and the International Brotherhood of Police Officers, Local 393 hereby agree, subject to appropriation by Town Meeting, to one (1) and three (3) year collective bargaining agreements effective July 1, 2014 through June 30, 2015 and July 1, 2015 through June 30, 2018, respectively, which shall contain the same terms and conditions as the parties' most recently expired agreement, except as modified by the following::

One Year Agreement:

1. Duration: July 1, 2014 through June 30, 2015
2. Wages: 0% COLA

Three Year Agreement:

1. Duration: July 1, 2015 through June 30, 2018

2. Wages:

7/1/15: 0% COLA

7/1/16: 0% COLA  
Add new top step that is 1.75% higher than current top step

7/1/17: 2.0% COLA  
Add new top step that is 1.75% higher than current top step

1/1/18: 2.0% COLA  
Add new top step that is 1.75% higher than current top step

6/30/18: 2.0% COLA  
Drop existing steps 1 and 2 and renumber remaining steps  
(Officers on existing steps 1 and 2 will move to new step 1)

(The above increases include wage adjustments which are being granted in an effort to address current wage comparability issues.)

3. Paid details:

Private details: Effective upon the funding of the CBA by Town Meeting, increase private detail rate (both inside and outside) to \$52.00 per hour.

**Town details:** Effective upon the funding of the CBA by Town Meeting, set Town detail rate at  $1\frac{1}{2}$  times the base rate of pay of the officer performing the detail.

The Town will submit an article at the 2018 Annual Town Meeting that seeks to establish a revolving account for paid details.

Other than the changes above, the existing paid detail system will remain unchanged.

4. Article XXXVI – Civilian Dispatchers:

~~Effective 6/30/18~~, Eliminate requirement that Town maintain a desk officer if it civilianizes the current dispatch operations and delete the words “provided that the station is also staffed with a member of Local 393 during these same periods” from the end of Article XXXVI. ~~If the Town subsequently civilianizes the dispatch operations, A 2.0% increase to base wages will be granted effective as of the date that such civilianization takes effect.~~ ~~6/30/18~~.

5. Retroactivity:

Only individuals who were members of the bargaining unit at the time of the Union's vote to ratify this Agreement and individuals who retired from the Police Department during the period of time covered by this Agreement shall be eligible to receive any retroactive amounts that are to be paid under this Agreement.

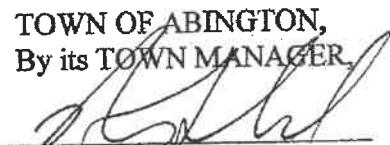
6. One-time service payments:

The officers listed below shall be issued one-time service payments in the following amounts:

\$3,903.58
\$3,345.19
\$2,027.35
\$3,099.82
\$3,159.83
\$3,576.62
\$3,098.46
\$2,612.63
\$2,215.76
\$2,688.02

~~Amount to be based on same formula as others, i.e. 3% of FY17 Wages and OT.~~  
~~\$2398.71 (per Deputy Chief)~~

TOWN OF ABINGTON,  
By its TOWN MANAGER,

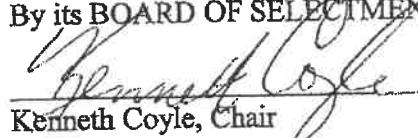
  
Richard Larond

Date: 4-11-2018

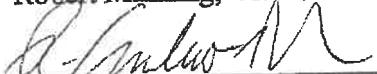
I.B.P.O. LOCAL 393

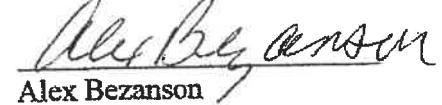


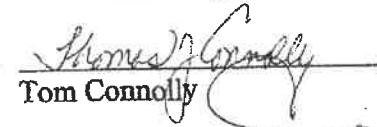
TOWN OF ABINGTON,  
By its BOARD OF SELECTMEN,

  
Kenneth Coyle, Chair

Robert Manning, Vice Chair

  
R. Andrew Burbine

  
Alex Bezanson

  
Tom Connolly

Date: 4-23-18

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